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Diversity and inclusion
Online resources for education

Academic librarians across the United States anecdotally report an increased interest in diversity and inclusion topics that is likely driven by several factors. As a field, we continue to wrestle with diversity recruitment, retention, and promotion. Consequently, colleagues openly discuss their desire for quality resources for self and organizational education on diversity and inclusion topics.

At many of our respective institutions, the administrative leadership is articulating the need for increasing international student recruitment and cross-curricular globalization/internationalization offerings. As a result, many academic librarians are actively re-examining course-related instructional resources, collection development strategies, and programmatic offerings in an effort to proactively address shifting institutional priorities.

Also, some of us have been confronted with challenging diversity topics in our proverbial backyards. Penn State University encountered an incident of a multicultural sorority mocking Mexicans in 2012.[1] Racial slurs were discovered in books, on walls, and desks in the African American studies section of the University of North Carolina-Greensboro library.[2] An African American lesbian faculty member of SUNY-Oneonta recently shared her story of feeling fearful (and subsequently making a series of poor decisions) during a police stop with *The Chronicle of Higher Education's Vitae*.[3]

These heartrending matters, coupled with the recent Supreme Court ruling to uphold state-mandated bans on affirmative action[4] and an alleged racist, recorded tirade of Los Angeles Clippers' team owner Donald Sterling[5] have elevated the necessity for continuous educational focus on equity, diversity, and inclusion in the minds of many of us.

As institutional and community leaders, it is essential for academic librarians to be prepared to not only articulate the value of diversity and inclusion, but to also share timely and useful resources with students and other institutional leaders. Therefore, this article provides centralized set of diversity and inclusion online resources targeted to academic librarians.[6]

Corporate websites

Many of the companies in *DiversityInc Magazine*'s "Top 50 Companies for Diversity" have publicly accessible materials on their diversity and inclusion initiatives. Of the top five companies for 2014, four (Sodexo, PricewaterhouseCoopers, Ernst & Young, and MasterCard Worldwide) made their most recent diversity and inclusion reports openly accessible online at the date of publication. PricewaterhouseCoopers offers a free publication (*Leveraging The Power of Our Differences*) that is widely used in academia.

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- **Ernst & Young (EY).** "A diverse and inclusive workforce" website. *Access:* http://www.ey.com/US/en/About-us/Our-people-and-culture/Diversity-and-inclusiveness.
- **MasterCard Worldwide.** "Diversity and Innovation Go Hand-in-Hand" website. *Access:* http://www.mastercard.com/corporate/careers/diversity-inclusion.html.
- **PricewaterhouseCoopers.** Diversity and Inclusion websites. *Access:* http://www.pwc.com/gx/en/diversity-inclusion/index.jhtml and http://www.pwc.com/us/en/about-us/diversity/.
- **Sodexo.** "Leveraging the Power of our People: Strengthening our Business through Diversity & Inclusion" website. *Access:* http://sodexousa.com/usen/corporate-responsibility/responsible-employer/diversity-inclusion/thought-leadership.aspx.

Governmental websites

- **National Institutes of Health (NIH) - Office of Equity, Diversity, and Inclusion.** NIH's Office of Equity, Diversity, and Inclusion recently underwent a name change to reflect a directional shift in addressing health management as an equity, diversity, and inclusion issue. Their 2013 Diversity Policy Statement along with a host of materials and sublinks on a litany of diversity and inclusion topics are available. *Access:* http://oeodm.od.nih.gov/.
- **U.S. Department of Labor–Civil Rights Center.** The U.S. Department of Labor Civil Rights Center "…develops, administers, and enforces Departmental policies, practices, and procedures pursuant to Title VI and Title VII of the Civil Rights Act of 1964, as amended; Section 188 of the Workforce Investment Act (WIA), as amended; the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Equal Pay Act of 1963; Title IX of the Education Amendments of 1972, as amended; Title II of the Americans with Disabilities Act of 1990, as amended; the Civil Service Reform Act of 1978; the Civil Rights Act of 1991; the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act; and related statutes and Executive Orders." This website not only provides rich detail about all of the above referenced polices, laws, and practices but also hosts an "external enforcement" section. This section provides resources for EEO training and compliance assistance in addition to archived materials from the 2011 National Equal Opportunity Training Symposium. *Access:* http://www.dol.gov/oasam/programs/crc/index.htm.
- **U.S. Department of Labor Office of Disability Employment Policy – Diversity and Inclusion.** One of the few governmental resources that comprehensively addresses disabled workers as a part of a diverse workforce, this site offers links to various inclusion initiatives and a four-step reference guide on recruiting, hiring, and retaining employees with disabilities. *Access:* http://www.dol.gov/odep/topics/DiversityAndInclusion.htm.
- **U.S. Office of Personnel Management–Diversity and Inclusion (D&I).** Although this website's primary audience is U.S. federal workers, a wealth of resources are provided that will prove valuable to those seeking ideas and statistical data. Guidelines on diversity and inclusion strategic planning, diversity management training, and the employment of transgender individuals is easily accessible. A diversity and inclusion dashboard affords researchers the ability to view three years (2010-12) of EEO demographic data of all federal agencies with a few simple clicks. *Access:* https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/.

Diversity and inclusion online publications

- **Diverse Issues in Higher Education.** Formerly entitled *Black Issues in Higher Education,* this publication recently underwent a name change to more accurately reflect its comprehensive news coverage of diversity and inclusion issues in higher education. The website offers commentary from internationally renowned scholars while also maintaining a highly interactive Facebook fanpage and Twitter feed. *Access:* http://diverseeducation.com/.

• **Diversity Executive.** The goal of this publication is to elevate the importance of quantifying the value of diversity and inclusion measures in the workplace. As a result, the majority of the free articles, case studies, and business intelligence reports take a qualitative approach to examining diversity and inclusion topics. Readers will find a set of free access videos that explore topics, such as "Does Race Impact College Attendance?" and "Is It Right to Choose Diversity Over Exclusivity?" This magazine also hosts an active Twitter feed. *Access:* http://diversity-executive.com/.

• **DiversityInc. Magazine.** This publication is known for its annual list of the top 50 companies for diversity and was created by Luke Visconti, author of the diversity focused blog "Ask the White Guy." For the 2014 top diversity companies list, 893 companies were evaluated based on a list of criteria including talent pipeline, equitable talent management, and CEO/leadership commitment. The website also provides articles, historical timelines, and information about legal issues. One of the most valuable elements of this site is their "Things NOT to Say" page, which offers advice on appropriate workplace discussions with members of diverse populations. There are frequent updates on the publication's LinkedIn and Twitter accounts. *Access:* http://www.diversityinc.com/.

• **Diversity MBA Magazine.** At the time of this article's printing, *Diversity MBA Magazine* appeared to be transitioning from a print periodical to a fully digital publication. Their website continues to offer articles and advice for MBAs interested in diversity and inclusion topics. The site also provides a "top 50 companies for diversity" list in addition to links to "inclusive" organizations. *Access:* http://diversitymbamagazine.com//

• **Diversity Woman Magazine.** Targeted primarily to women of color, this publication offers articles and blog postings on work/life balance, career development, and leadership. The thematic approach for their 2014 conference and upcoming online content will center upon transformational leadership, STEM initiatives, and inclusion as a cultural competence. *Access:* http://diversitywoman.com.

• **INSIGHT Into Diversity.** Considered the oldest and largest diversity magazine and website in higher education in the United States, this publication strives to highlight the connection between higher education, government, and industry on diversity and inclusion matters. Visitors to the site may download their free e-newsletter and read a series of articles. The publication is also available on iTunes. *Access:* http://www.insightintodiversity.com/.

• **Profiles in Diversity Journal.** Now in its 16th year, *Profiles in Diversity Journal* is a bimonthly print magazine that focuses on diversity/inclusion in business, government, nonprofit, higher education, and military settings. Their online site provides scores of free articles on topics including gaining senior leadership support on diversity initiatives, best practices, and workforce diversity strategies. *Access:* http://www.diversityjournal.com/.

Diversity- and inclusion-focused blogs, social media pages, and websites

• **CBC (Children Book Council) Diversity Committee.** The Children Book Council's Diversity Committee hosts an active website to promote their mission of increasing the diverse representation in children's and young adult literature. Their resources page provides book lists, lesson plans, and diversity-focused Twitter handles. They encourage visitors to follow them on Tumblr. *Access:* http://www.cbcdiversity.com/.

• **Conditionally Accepted: A Space for Scholars on the Margins of Academia.** This blog offers unique and rich prospective from diversity scholars of all forms. The candor of many of the postings is refreshing and insightful, as the authors strive to provide a digital platform for many academics that "…exist at the margins of academia." *Access:* http://conditionallyaccepted.com/.

• **Diversity Best Practices.** This website is a corporate membership organization founded

by a group of diversity and inclusion practitioners. While the primary target audience for their services is full-time diversity and inclusion practitioners, many of their resources that explore timely topics (such as features and the diversity blogs) are currently open access. *Access:* http://www.diversitybestpractices.com/.

• **Presumed Incompetent Facebook fanpage.** Initially launched to promote the book *Presumed Incompetent: The Intersections of Race and Class for Women in Academia* (edited by Gabriella Gutiérrez y Muhs, Yolanda Flores Niemann, and Carmen G. González), this highly trafficked Facebook fanpage now provides news articles and commentary on a range of diversity and inclusion topics, including income inequality. *Access:* https://www.facebook.com/PresumedIncompetent.

• **The Institutional Diversity Blog.** The objective of this blog is to educate diversity and inclusion professionals in North America on a wide range of topics pertaining to equity, diversity, and inclusion in the workplace. Created by Denise O'Neil Green during her tenure as the associate vice president for institutional diversity at Central Michigan University, the blog offers articles and operational definitions of "institutional diversity," "equity," and "inclusion." *Access:* http://institutionaldiversityblog.com/.

• **Transgender Workplace Law and Diversity.** Written by Jillian T. Weiss, professor of law and society at Ramapo College of New Jersey, this blog offers news, resources, and advice for those facing transgender workplace diversity issues. Weiss adds that her intention is to "…develop cultural competence and knowledge resources so that transgender issues and gender transition in the workplace are successful for everyone concerned." *Access:* http://transworkplace.blogspot.com/.

Diversity and inclusion–professional organizations' webpages

• **ALA Committee on Diversity.** This committee is charged with monitoring, researching, and addressing diversity issues nationally along with the impact of diversity issues on librarianship, organizations, and services. The committee archives their meeting materials, the proceedings of the ALA Diversity Council, and revisions of the ALA diversity policy statements going back to 1962 online. All of these materials are open access. *Access:* http://www.ala.org/groups/committees/ala/ala-minconcul.

Association of Research Libraries (ARL): Diversity Initiatives. Since 1997, ARL has launched and managed a series of programs designed to develop a more diverse workforce in research libraries. Information regarding ARL/MLA Diversity and Inclusion Initiative, Initiative to Recruit a Diverse Workforce, Career Enhancement Program, and Leadership & Career Development Program is available. Site visitors can also download *Synergy: News from the ARL Diversity Programs and Leading Ideas (1998-2000)* for free. *Access:* http://old.arl.org/diversity/.

• **Society of Human Resources Management : Diversity.** This organization is centered on the professional development of human resources professionals. Its framework on diversity and inclusion comprehensively covers all topics, including technology, gender identity, and generational differences in the workplace. Many of the items in the "Latest News" and 'Featured Articles" sections are open access. *Access:* http://www.shrm.org/hrdisciplines/Diversity/Pages/default.aspx.

• **National Association of Diversity Officers in Higher Education.** This organization has the goal of leading institutional transformation in higher education and is largely populated with diversity officers and scholars. While access to the *Journal of Diversity in Higher Education* is available via an institutional subscription, visitors can read the newsletter and CBO news brief for free. *Access:* http://www.nadohe.org/

- David W. Lewis, "Inventing the Electronic University," originally published in *C&RL,* volume 49 (July 1988)
- Carla J. Stoffle, Robert Renaud, and Jerilyn R. Veldof, "Choosing Our Futures," originally published in *C&RL,* volume 57 (May 1996)
- Brian Quinn, "The McDonaldization of Academic Libraries," originally published in *C&RL,* volume 61 (May 2000)
- George D. Kuh and Robert M. Gonyea, "The Role of the Academic Library in Promoting Student Engagement in Learning," originally published in *C&RL,* volume 64 (July 2003)
- Kara J. Malenfant, "Leading Change in the System of Scholarly Communication: A Case Study of Engaging Liaison Librarians for Outreach to Faculty," originally published in *C&RL,* volume 71 (January 2010)

Links to all of these essays are available through the ACRL 75th Anniversary website at www.acrl.ala.org/acrl75. Next, we will be working with invited authors to prepare companion essays reflecting on the ongoing relevance of these landmark studies and preparing for a forum on the 75th anniversary of the journal (and where we go from here) at ACRL 2015 in Portland. Thanks to everyone who took part in the voting to help us to identify the articles to be included in this special issue, and congratulations to all the authors whose work was included in the list of finalists for consideration.

The ACRL Plan for Excellence (www.ala.org /acrl/aboutacrl/strategicplan/stratplan) articulates a strategic commitment to "[accelerating] the transition to a more open system of scholarship," and *C&RL* has been a concrete example of that commitment since we took our first step toward open access. No one said it would be easy, and occasionally the field shifts, but we remain committed to using all the tools at our disposal to ensure that *C&RL* remains an advocate for, and a leading example of, open and engaged scholarship in our field.

Note

1. Micah Vandegrift and Chealsye Bowley, "Librarian, Heal Thyself: A Scholarly Communication Analysis of LIS Journals," In the Library With the Lead Pipe, http:// www.inthelibrarywiththeleadpipe.org/2014 /healthyself/. ⤴

Notes

1. Moni Basu, "Penn State sorority sisters denigrate Mexicans in party photo" (December 5, 2012), http://inamerica.blogs. cnn.com/2012/12/05/penn-state-in-spotlight -again-with-sorority-photo-mocking-latinos/ (accessed April 29, 2014).

2. "Racial Slurs Found in the Library at the University of North Carolina Greensboro" (December 20, 2013), www.jbhe.com/2013/12 /racial-slurs-found-in-the-library-at -the-university-of-north-carolina-greens-boro/ (accessed April 29, 2014).

3. Stacy Patton, "When Diversity Doesn't Come Easy" (April 21, 2014), https://chroniclev-itae.com/news/455-when-diversity-doesnt -come-easy (accessed April 29, 2014).

4. Robert Barnes, "Supreme Court upholds Michigan's ban on racial preferences in university admissions" (April 22, 2014), www.washingtonpost.com /politics/supreme-court-reverses-deci-sion-that-tossed-out-michigans-ban-on-racial-preferences/2014/04/22/44177ad6-9d8f-11e3-9ba6-800d1192d08b_story.html (accessed April 29, 2014).

5. Gene Demby, "For Donald Sterling, A Spotty Reputation Further Tarnished" (April 28, 2014), www.npr.org/blogs /codeswitch/2014/04/28/307674055/for -sterling-a-spotty-reputation-further-tarnished (accessed April 29, 2014).

6. A course-related assignment from Maureen Sullivan, Simmons College Professor of Practice, inspired the compilation of the resources provided in this article. ⤴